‘A victory for all public employees’
— See page 3
Reserve now for your vacation getaway

Reservations are being accepted until Oct. 30, 1996 for a seven-night "Sail Away With CSEA" cruise from New York City to Bermuda May 18–25, 1997. Early reservations are recommended for the best choice of cabins. Participants will cruise on Royal Caribbean's Song of America.

Rates, per person double occupancy, are just $1,059 for outside (Category I) cabins and $959 for inside (Category N) cabins, cruise only. Rates include all meals and entertainment on board, port charges, departure tax and a shipboard “Bon Voyage” cocktail party. Airfares from most eastern cities, including round trip transfers from airport to the pier, can be added on for $279 per person. Optional insurance, which covers trip cancellation, medical protection, baggage protection and emergency assistance, is also available at $79 per person.

Reservations and a deposit of $250 per person must be received by CSEA’s official travel service, Plaza Travel Center, Inc., PO Box 849, Latham, NY 12110, by the Oct. 30 deadline. If optional insurance is selected, an additional deposit of $79 per person is required.

Payments are accepted by check only made payable to “Plaza Travel Center.” Balance is due in full by Feb. 19, 1997.

Travel to Bermuda requires proof of citizenship. Contact Plaza Travel Center for details.

RESERVATION FORM • The CSEA Cruise • Song of America • May 18, 1997 • DK 2097
Full Legal Names of each person in cabin:

Address: City________ State_____ Zip____
Phone: Home ( ) Work: ( )
# of people in cabin _____ I require air from the following city ______

Inside Cabin _____ Outside Cabin _____ Optional insurance: Yes No (circle one)

For dining purposes: Smoking _____ Non-Smoking ______

Mail to: Plaza Travel Center, PO Box 849, Latham, NY 12110 1-800-666-3404 or (518) 785-3338 for details.

Local, Unit Treasurers training sessions scheduled for September, October, November

Dates for CSEA Local and Unit treasurers’ training during September, October and November have been announced by CSEA Statewide Treasurer Maureen Malone.

Notices with training session details, including time and location, will be sent to treasurers prior to a training session. Treasurers who do not receive a detailed notice approximately five weeks prior to the session in their region should call 1-800-342-4146 Ext. 254.

Treasurers’ training schedule
Region VI - Batavia, Sept. 18
Region VI - Corning, Sept. 19
Regions IVV - Plattsburgh, Sept. 24
Region V - Auburn, Oct. 10
Region I - Region Office, Oct. 22
Region II - Local 860 Office, Oct. 23
Region IV - Albany, Nov. 13

Two well-respected staffers are recipients of the 1996 Doug Lundquist and Kim Hytko Memorial Awards, presented annually to CSEA staffers who exemplify the spirit of Doug and Kim.

CSEA Political Action Coordinator Roger Sherrie received the Doug Lundquist Memorial Award and CSEA Communications Associate Dan Campbell received the Kim Hytko Memorial Award. The awards are named in memory of Douglas T. Lundquist, a CSEA political action coordinator who was killed Oct. 3, 1994 when a tractor-trailer rig overran and crushed his pickup truck on Interstate 87 near Albany, and Kim A. Hytko, executive secretary to CSEA President Danny Donohue, who died Nov. 7, 1994, following a brief illness.

CSEA employees nominate other employees as candidates for the two awards. Criteria for the Doug Lundquist award includes that the recipient be witty, energetic and vibrant; care about the environment and love nature; be loyal to family and friends, and volunteer to help CSEA get ahead in the political arena.

Criteria for the Kim Hytko award includes that the recipient be dedicated to family, friends and CSEA; volunteer their time to help the less fortunate; have a very positive personality; be unselfish and warm-hearted and have an adventurous nature.

Granddaughter of CSEA activist dies after accident; contributions sought to help family with expenses

SARATOGA — A trust fund has been established to help defray medical and other expenses for 16-year-old Brooke Shattuck, who died Aug. 6 at Albany Medical Center of injuries received in a car/bicycle accident. Brooke was the granddaughter of long-time CSEA activist Judy Remington-Richards, president of CSEA Empire State College Local 641 and former CSEA Capital Region secretary.

Brooke suffered severe head and numerous other serious injuries when the bicycle she was riding was struck by a car on July 25. She had been in a coma and in critical condition until passing away.

Brooke’s family has only minimal medical insurance and no life insurance. Brooke was the oldest of five children.

Contributions to the trust fund, which will remain active for some time, would be greatly appreciated. Contributions should be sent to: "Brooke Shattuck Trust Fund" Adirondack Trust Company 112 South Broadway, Saratoga, NY 12866
TROY — A federal court jury has ordered the city of Troy to pay former employee Norma Fatone $112,000 in compensatory damages in a lawsuit brought on her behalf by CSEA. The federal jury agreed with CSEA contentions that Fatone was illegally fired by then-City Manager David Grandeau in 1994.

"It was a victory for all public employees. It proves that people employed by a municipality cannot be treated poorly," Fatone said.

Fatone was represented in the federal lawsuit by CSEA Senior Associate Counsel Marilyn S. Dymond and Associate Counsel Timothy Connick.

The Fatone case is the latest in a long string of CSEA wins in grievances, improper practice charges and lawsuits filed over actions taken by Grandeau while he was in office. The two largest cases with the greatest potential financial impact are still pending in state Supreme Courts, where CSEA has challenged Grandeau's lay-off of 47 CSEA-represented city workers in October 1994 and is seeking their reinstatement.

Fatone had been demoted from deputy city auditor to a city water inventory clerk, required to perform mental tasks in the lower-level job and then was fired by Grandeau on the recommendation of then-City Manager David Grandeau in 1994. It was a victory for all public employees, it proves that people employed by a municipality cannot be treated poorly," Fatone said.

Fatone was another financial success in Troy, Mayor Mark Pattison said. The Civil Service Employees Association has already won several court victories against the city administration.

The federal jury determined that Grandeau's actions were politically motivated, despite the fact that Fatone was a long-time Republican. Fatone had founded with the county Republican Party in the past. Unfortunately for the city, Fatone's case is just one of many labor cases pending against it that could eventually cost Troy taxpayers over $2 million, Mayor Mark Pattison said.

The city must pay $112,000 to Norma Fatone, a former city employee, for being fired illegally and for loss of retirement benefits after Grandeau was fired illegally by then-City Manager David Grandeau in 1994.

The jury found that the city had violated Fatone's constitutional rights and had broken state labor and civil service laws when it fired her from her job as city water inventory clerk.

The Republican administration had demoted Fatone from deputy city auditor to a city water inventory clerk, required to perform mental tasks in the lower-level job and then was fired by Grandeau on the recommendation of then-City Manager David Grandeau in 1994.

"I was a victory for all public employees. It proves that people employed by a municipality cannot be treated poorly," Fatone said.

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Privatization issue resurfaces in Westchester County

WHITE PLAINS — He must think it’s the greatest invention since sliced bread, because Westchester County Executive Andrew O’Rourke is at it again. This time he wants to contract out the county’s computerized Information Services and Child Support Services Office.

Westchester County local and unit activists have demonstrated, attended meetings and strenuously lobbied county lawmakers to convince them to reject the County Executive’s proposals to privatize county services.

In July, the union brought in Mary Lacity, an author and professor who has written a number of publications that point out the problems with contracting-out information systems and who has conducted original research based on interviews with senior executives and Information Services (IS) managers. According to CSEA Political Action Coordinator Stan Merritt, Lacity made an impressive presentation to county legislators who now say they may reconsider their decision to contract out. Lacity was also interviewed by the local media.

CSEA Southern Region President Carmine DiBattista praised the efforts of the IS employees who have worked on the anti-privatization campaign.

“All the time and effort that our IS members have put into lobbying and identifying the myriad of problems with the privatized audiovisual system is directly related to the commitment of all of the membership,” she said. “particularly workers who share job titles with the child support staff.”

O’Rourke has been on a contracting out binge since last year and no one has been able to convince him otherwise. Even a few bad experiences have not discouraged him, including trash haulers with mob ties; a corporation that lost over $6 million for the county when it ran the historical Playland Park; a huge turnover in housekeeping and laundry departments at the county’s hospital, and the tragic suicide of a 17-year-old female inmate at the county jail which was blamed on the newly contracted jail medical services.

—Anita Manley

The O’Rourke administration has proven that CSEA’s concerns about quality, oversight, accountability and hidden costs of privatization were not merely union rhetoric.

“The O’Rourke administration has proven that CSEA’s concerns about quality, oversight, accountability and hidden costs of privatization were not merely union rhetoric,” Merritt said.

In regard to privatizing the Department of Social Services, employees said the DSS commissioner denied any knowledge of any such plan, but just a short while later, the assistant commissioner announced that his department was, in fact, conducting a survey to determine the feasibility of contracting out. The following day, executives from a private company were given a guided tour of the Child Support Services Office in White Plains and a few weeks later, a county legislator released a statement that he was proposing to privatize the department.

“We will not lose our jobs in order to enhance a politician’s career,” said CSEA Westchester County Unit President Cheryl Melton. “We will not allow a private company to line its pockets with our tax dollars or allow DSS management to escape their responsibility of doing their job in the most efficient and effective manner.”

The Service Office of child support workers has already been organized to fight contracting out and future plans include educating and reaching out to the community, attending legislative meetings, lobbying legislators and the county executive and organizing rallies and demonstrations.

Unit Vice President Sandra Franco is asking for a dedication of time and energy from members.

“CSEA’s strength in battling contracting-out is directly related to the commitment of all of the membership,” she said. “particularly workers who share job titles with the child support staff.”

O’Rourke has been on a contracting out binge since last year and no one has been able to convince him otherwise. Even a few bad experiences have not discouraged him, including trash haulers with mob ties; a corporation that lost over $6 million for the county when it ran the historical Playland Park; a huge turnover in housekeeping and laundry departments at the county’s hospital, and the tragic suicide of a 17-year-old female inmate at the county jail which was blamed on the newly contracted jail medical services.

—Ed Molitor

CSEA saves Auto Bureau jobs in Erie County

BUFFALO — On the eve of what they thought would be their last day on the job, eight full-time Erie County Auto Bureau workers slated for layoff were spared.

County Clerk David Swarts is trying to take credit for preventing the layoffs, claiming he fought with state officials to get partial funding to restore the positions. But the real credit belongs to CSEA.

CSEA Local 815 President Mike Bogulski said the job restorations are the result of a CSEA grievance which charged that the eight workers were being treated unfairly and not given the same opportunities and treatment as their IS counterparts. A CSEA grievance which charged that the eight workers were being treated unfairly and not given the same opportunities and treatment as their IS counterparts.

The petitions of the eight workers, who were not represented by CSEA, were granted.

The county Auto Bureau employs 65 part-time workers who, unlike their full-time counterparts, don’t have to take a civil service exam to be appointed. Many of the part-timers, who are not represented by CSEA, are political appointees who supported County Executive O’Rourke when he ran the historical Playland Park.

The partial funding offer was there all along,” said Bogulski. “It wasn’t until Swarts realized that his cronies might wind up getting the ax that he decided to accept it.”

While the grievance has been dropped for now, CSEA is considering legal action to do away with the part-timers altogether.

—Ed Molitor

LOCAL GOVERNMENT BRIEFS

MONTGOMERY COUNTY

AFSCME scholarship winner

HAGAMAN — Gayle Gasner, daughter of Elaine Gasner of Hagaman, participated in “A Presidential Classroom for Young Americans,” held in Washington, D.C.

Gayle, 16, attends Galway Central School. Her mother, Elaine worked for the Health Department and most recently for the Division for Youth for a total of 35 years of state service and CSEA membership.

Gayle was very impressed with the prestigious program and was honored to be chosen for one of ten AFSCME scholarships to participate.

The AFSCME program allowed Gayle to meet with elected officials involved in national politics and to learn how each state functions with its own set of laws which are all being passed by the United States.

“My week in Washington was truly an unforgettable experience,” Gayle said.

ORANGE COUNTY

Employee thanks CSEA members

GOSHEN — Mary Kornheis of the CSEA Local 865 thanks CSEA members for their help.

“This is the first time I’ll be facing a serious illness,” she said.

They are planning informational demonstrations to make the taxpayers aware they have been working without a contract for more than a year.

The unit is part of CSEA Nassau Educational Local 865.

NASSAU EDUCATIONAL LOCAL 865

School district declares impasse

HEWLETT-WOODMERE — The CSEA Hewlett-Woodmere Custodial, Cafeteria and Maintenance Unit declared impasse in negotiations for a successor agreement to their last contract which expired on June 30, 1995.

According to Unit President Bob Vorel, the district was willing to discuss any real issues but refused to discuss any real issues. Vorel said the district was offering extremely low percentages while asking employees for health insurance contributions.

“My members simply can’t do it. The district wants them to accept significantly less than the cost of living,” Vorel said.

There are 65 CSEA members in the unit. They are planning informational demonstrations to make the taxpayers aware they have been working without a contract for more than a year.

The unit is part of CSEA Nassau Educational Local 865.
Drowns in flooded, collapsed trench working second job

City of Middletown employee killed

MIDDLETOWN — A City of Middletown employee who was working at a second job was killed when the trench he was working in collapsed. In a few horror-filled moments, CSEA member Martin Grenzhauser and his co-worker Ed Reiley were trapped in waist-high mud when a six-inch water main broke, flooding the collapsed trench and drowning the two trapped men. City emergency crew worked for four hours to free the bodies.

The construction company has come under fire because the eight-foot-deep trench should have been shored up to keep it from collapsing.

"Because of a lack of a few dollars worth of plywood and proper safety precautions, my friend is dead," said CSEA Unit President Dave Walters.

Walters said city officials eliminated the position of safety inspector due to fiscal problems and he has asked the mayor to reinstate the position to oversee all city construction projects and to conduct safety training for city employees.

Grenzhauser, who was 29 years old, had worked for the city since 1988.

Mt. Vernon members rally to save jobs

MT. VERNON — Mt. Vernon Housing Authority employees sent a message of solidarity to housing authority board officials and helped convince a majority of the board to reject a proposal to contract out the housing security force.

CSEA Labor Relations Specialist Shawn McCollister said the Housing Authority Director blamed security staff and mechanics for financial problems at the housing authority in a January article in a local newspaper. The article brought workers' morale to a new low.

Unit President Geraldine Walker said shortly after the article appeared, management brought in the Guardian Angels and a private security firm to "look things over."

"They weren't seeking any input from us," she said. "They were just looking to replace our people."

But when Walker asked if the Housing Authority was planning to contract out security, she received no response.

During negotiations in June of this year, housing officials threatened that they were going to lay off workers if CSEA did not make concessions. Two days later, six layoff notices went out to two security guards and four maintenance employees. Housing employees held informational pickets to inform residents of the layoffs and distributed fliers to urge the tenants to attend a Housing Authority Board meeting on June 27. On the night of the meeting, another demonstration was held with support by members of other CSEA units in Mt. Vernon in addition to CSEA staff.

McCollister said the turnout at the demonstration and the June 27 meeting "opened up the eyes" of board members.

The final victory came when board members surprised the audience with an unexpected resolution to contract out the security force.

"The director expected the board to rubber stamp the resolution," said Walker. "To our surprise, one board member abstained and the resolution was defeated. The tenants and employees were elated."

"It was the icing on the cake," she said. "A majority of the tenants supported our position and they had no input."

Walker and McCollister credit the new activism of the members for the defeat of the resolution.

"The unit should take the credit," Walker said. "They really got active, they lobbied and they got involved."

Walker's job isn't over yet. Housing officials say they are short of revenue and "can't make ends meet." More layoffs are threatened.

"It's a tenuous situation," said McCollister. "The Director's goal is to drive the security force out. If they get a 'supermarket security force' in here, you're talking about chaos."

—Anita Manley

Unit President Geraldine Walker, left, congratulates Security Guard Dave Caesar, a CSEA member, right.
STATE GOVERNMENT NEWS

Injunction puts MH layoffs on hold at more psych centers

State plans to eliminate hundreds of jobs at Manhattan and Creedmoor Psychiatric Centers in New York City were halted when State Supreme Court Justice Alice Schlesinger issued a preliminary injunction in response to a lawsuit filed by CSEA and PEF. The injunction saves, at least for now, the jobs of mental health workers the state wants to eliminate in spite of state budget restorations for mental health services.

The injunction follows on the heels of similar favorable rulings against dismantling services and eliminating jobs at Buffalo, Kingsboro and Pilgrim Psychiatric Centers. Related lawsuits against job reductions at Mohawk Valley Psychiatric Center in Utica and Hutchings Psychiatric Center in Syracuse were rejected because the court found they did not represent a significant service reduction.

"I was lying awake at night really worried. I couldn't even eat," said CSEA Creedmoor Psychiatric Center Keyboard Specialist Cynthia Losecar. Stunned when she heard Governor Pataki's mental health budget cuts meant abolishing her job in the Medical Records Department, Losecar called her CSEA Local 406 President Caroline Sikoryak every day for any new layoff information.

"We thought we were out in the street," responded a relieved Cynthia Losecar. "I had accumulated over 400 hours sick leave because I always came to work — rain, sleet or snow. It's like your excellent record doesn't matter, nothing matters. You're just a number." So thankful for CSEA's legal battle, Losecar added, "I think CSEA is wonderful!"

The issuance of a preliminary injunction order is significant because the Court agreed that the planned service reductions violated the law and that if implemented would pose an imminent danger to the patients and the community.

"This latest decision upholds CSEA's contention that the state's downsizing of the mental health system is too rapid and too radical," CSEA President Danny Donohue said.

Middletown worker assaulted

MIDDLETOWN — It wasn't short-staffing this time, but the new breed of violent patients and a revolving door legal system that caused a serious injury to Middletown Psychiatric Center Secure Care Therapy Aide Frank Simpson, a 27-year employee.

Violent assaults were a habitual part of this particular patient's record, said Simpson, who noted that recently the patient had stabbed another patient in the neck with a pencil.

Simpson said he had to accompany the patient to court after the stabbing but the hearing was postponed.

"The judge ordered a psychiatric evaluation," Simpson said, "and he came back here and attacked another worker who ended up with shoulder injuries."

After facility officials transferred the patient to a secure care ward, he became agitated and attacked Simpson by throwing a table at him and hitting him in the eye.

"Three of us were able to get him down on the floor," said Simpson, "but he poked his thumb in my eye and I don't remember much after that."

Simpson is out of work, his eye recovering but his face numb from the injuries. His leg is also in a brace, due to an earlier injury by another patient.

Simpson blames the problems on changing times.

"Years ago, we worked with the patients," Simpson recalled. "They constantly had things to do, working on farms, sewing. Now, we get the drug addicts, alcoholics and the violent ones. The rules are different, staff has no rights. There's no disciplinary process for the patients. They have all the rights."

Even the local judges have no sympathy.

Simpson said, "The judge told me 'this is the environment you work in. You get paid for this.'"

— Anita Manley

Secure Care Therapy Aide Frank Simpson shows former Local 415 President Grace Ortiz the injury he sustained due to a violent patient.

LEAP deadline approaching; new catalog available

To expand service to members and improve distribution of the LEAP catalogs and application forms, LEAP has designed a new condensed catalog for the Winter/Spring '97 semester. The new condensed version will substantially reduce the costs associated with printing and shipping our biannual catalog and will allow better direct distribution via bulk mail.

Applications for the Winter/Spring '97 semester will be accepted from Sept. 1 until 5 p.m., Oct. 16, 1996. Any application received after the 5 p.m. Oct. 16, 1996 deadline cannot be accepted. If you do not receive a catalog in the mail or if you are unable to obtain one in your agency by Sept. 9, call 1-800-253-4332 and you will be sent one.

The Labor Education Action Program (LEAP) is a tuition benefit program available to members of the Division of Military and Naval Affairs, Administrative, Institutional and Operational Services Bargaining Units, and employees of the Health Research, Inc., SUNY Construction Fund, and the Teacher's Retirement System who work half-time or more and who received a paycheck issued Aug. 7 or Aug. 14, 1996. If you have questions about LEAP or other education and training benefits for state employees represented by CSEA, call the LEAPline at 1-800-253-4332.

An act of heroism...

Two CSEA members are being hailed as heroes for their courageous actions in saving the lives of two teenagers who were canoeing on Great Valley Creek in western New York.

Jim Quinn, a youth division aide III at Cattaraugus Residential Center, and Alan Morton, a youth division aide II at Great Valley Residential Center, were part of the volunteer crew who responded to the 911 call made to the Great Valley Fire Company.

Andy Burke, 18, and Tim DeChane, 17, were canoeing on Sat., April 13, when the rigid, rushing waters sent their canoe crashing into a tree, almost breaking it in half.

DeChane was hit by a branch and went under. He surfaced a moment later and grabbed a tree limb, but the current kept slamming the limb into his chest until, 20 minutes later, he managed to pull himself out of the water onto a log.

Burke drifted downstream in a piece of the canoe, was sucked underwater, then became entangled in branches and was trapped in the water from the waist down.

Quinn and Morton immediately set out to rescue DeChane. They threw him a life vest, then Quinn, secured by Morton on shore, walked into the torrent and out to DeChane's log perch.

DeChane jumped into the stream, then onto Quinn's back. The two men then traversed the raging current to the shore.

Burke was brought to safety by other volunteers at the scene.

Both teenagers were rushed to Olean General Hospital. Burke's body temperature, after being in the water for more than 45 minutes, was measured at 87 degrees. DeChane's body temperature was 92. Both young men faced a life-threatening situation and were saved from possible tragedy.

CSEA salutes the courageous actions of members Jim Quinn and Alan Morton. Quinn and Morton are members of the CSEA Division for Youth (Buffalo Area), Local 562.
CSEA blasts OGS privatization

ALBANY — The State Office of General Services recently gave 90-day notice to 46 state janitors telling them that their jobs may be wiped out by privatization. It’s the third wave of notices this summer to OGS cleaners, raising the total to 135 and angering CSEA.

“The way OGS management is treating our members is awful, just awful,” said CSEA Capital Region President Carmen Bagnoli.

CSEA is gearing up for a fight against the OGS privatization efforts. CSEA is investigating whether OGS is violating civil service law by retaining temporary, hourly workers while laying off permanent, full-time workers.

“OGS isn’t bothering to tell the workers about job protections. They want them intimidated to the point of not supporting the union and its efforts to educate them about how to fight back through the existing systems of safeguards,” Bagnoli said.

“The playing field isn’t level at all, and as long as it stays uneven I’m prepared to fight back, under the contract, under the Taylor Law and in the courts if necessary,” Bagnoli said.

—Daniel X. Campbell

SUNY Oswego teamwork pays off

OSWEGO — A state surplus pickup truck got a facelift and new lease on life from four CSEA members in SUNY Oswego’s physical plant department. The custodians, using a few dollars worth of materials and some elbow grease, got a useful vehicle for around-campus errands.

The 1987 Chevy S-10 pickup truck was acquired for free from the State Department of Transportation, where it had been used as a supervisor’s truck.

The college put in about $500 worth of repairs to get the truck running again. Janitors Jim Sweet, Mike Afferi, Mike Flack and John Mazzioli volunteered to do the body work necessary to get the truck looking new. Afferi and Sweet had experience with body work and led the efforts.

The men fixed dents and rusty holes, applied fiberglass body filler and repainted the bright yellow truck a metallic green to coordinate with other vehicles on campus. The materials cost $70, and the men worked on the truck after their regular duties were finished.

“The custodians volunteered to put in time for the betterment of the college and the department,” supervisor Steve Ives said. “The truck presents a better image of our campus for the public to see.”

“The initiative came directly from the custodial department,” said Jerry DeSantis, assistant vice president for facilities. “They were creative and ambitious, and that’s exactly the kind of thing we want to see.”

New EAP agreement inked for Workers’ Comp Board workers

CSEA recently signed a new contract providing Employee Assistance Program (EAP) benefits to Workers’ Compensation Board employees.

Workers’ Compensation Board Chairman Robert R. Snashall watches as CSEA President Danny Donohue signs the EAP contract for CSEA Workers’ Compensation Board Local 671.

Teresa Bush, Local 423, top PEOPLE recruiter; double points in Sept.

Teresa Bush of CSEA St. Lawrence Psychiatric Center Local 423 earned Recruiter of the Month honors for July by recruiting the most new members for the PEOPLE Program.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is the CSEA-AFSCME lobbying program that operates at the federal level.

Bush recruited 30 new members for PEOPLE during July. Double points will be awarded to PEOPLE recruiters for members signed up during September. Points are redeemable for great gifts in the new PEOPLE Recruiter Gift Catalog. For more information on the September double points promotion, call the CSEA Political Action Department at 1-800-342-4140 Ext. 404 or (518) 439-8622.
This year's end of summer means more than just the arrival of autumn. It marks the full-fledged start of the political campaign season in this Presidential election year.

There is much at stake in the approaching November election that requires all of us to act as responsible Americans. The right to participate in the electoral process at every level must never be taken for granted. It is essential to a vital democracy that all of us exercise our right to register and vote. This is a right that sets America apart from most of the world.

But this right is also a responsibility. Sadly, too many Americans do not do their part.

Your vote does count. In America we have the ability to make our communities, states and country better places by choosing responsible and responsive leaders. But it requires people to act both as individuals and in cooperation with others.

This begins with registering to vote. Any American who is not registered should do so immediately to vote in this November's election. It is easy enough — voter registration forms can be picked up at your local post office or Department of Motor Vehicles Office or Board of Elections. You can also get a form from your CSEA Region Office. You must complete the form and mail it to the Board of Elections by Oct. 11.

If you've moved in the last year you need to re-register, so act now.

CSEA, like many other unions of the AFL-CIO, has consistently brought this message of responsibility to our members and the general public in recent months. We have vigorously pursued voter registration efforts as the first step in getting people involved. Stories about these efforts are presented on the next three pages.

But there is more to exercising election responsibility. Voters should make informed decisions. Candidates should be judged beyond just their looks, personality and sound-bites. What do they stand for? What is their real voting record? Whose interests do they really represent? These are questions that voters should ask and get answers on. Not just for the Presidential candidates, but for congressional candidates and those who run for the state Assembly and Senate.

As a union, CSEA's political endorsements are made with the input and deliberation of union members. They are carefully considered judgments about which candidates will serve the best interests of our members and other working people. The fact that most of our members work in public employment makes it even more important that we get actively involved in the political process because it can affect our working conditions directly.

There are some people who think unions should not have the right to be involved in the political process. They try to undermine the trust between union workers and their elected leaders by innuendo and fear-mongering. There has been a constant drumbeat in recent months against "union bosses" imposing their will on unsuspecting workers.

That kind of talk is nonsense. To prove the point, I urge all CSEA members to take the time to learn the facts, make up your own mind about what's right and then vote.

Throughout the past year I have frequently stated that "together, we make it happen." There is no more powerful way to demonstrate it than through the ballot box.

"O.K., now that you're registered, you should start feeling a lot better. But remember, there's nothing more important to a VITAL democracy than EXERCISING your right to vote!"
NEWS & VIEWS

Items of interest from around the labor front

**So, how did you spend your summer?**

More than 1,000 people have completed their assignments under the AFL-CIO’s Union Summer project, a program involving young people in union efforts to bring social and economic justice to American workers and their families across the country. Among them was Eric Muldoon, son of Bernadette Muldoon, a member of CSEA Capital Region Judiciary Local 694. Eric spent three weeks in the Sacramento, CA area, where Union Summer activists worked on a variety of projects in support of the Living Wage initiative, organizing opposition to the anti-affirmative action ballot measure, picketing for Justice for Janitors, fighting against the privatization of McClellan Air Force Base and organizing home health care workers.

A first-hand account of Eric’s experiences in the field will be published in the October edition of The Public Sector.

**Hey, don’t step in that again**

The AFL-CIO is reminding that it was supply-side economics, the heart and soul of Bob Dole’s economic plans for the nation, that sent the national debt soaring and widened the wage gap in the Reagan ’80s. Under President Clinton, the AFL-CIO points out, the budget deficit has fallen every year. The Congressional Budget Office reports that the deficit this year will drop to the lowest level since 1981.

**‘America Needs A Raise’ now in bookstores**

AFL-CIO President John Sweeney has authored a new book, “America Needs a Raise,” a blunt account of America’s economic troubles, putting a human face on American labor.

Sweeney dissects the realities of the global economy and argues that strong unions offer hope to all workers beset by economic insecurity.

Copies are available in most bookstores or from Houghton Mifflin Co., 222 Berkley Street, Boston, MA 02116.

**Keep your greedy hands off Social Security**

Wall Street’s drooling over the chance to get its hands on Social Security funds for so-called “privatization” and is conducting an orchestrated disinformation campaign on long-term financing problems, the AFL-CIO Executive Council is warning. “It’s time to make Americans aware of the true value of the Social Security system and to discredit the false notion that private retirement accounts could match Social Security benefits,” the council says.

The council is urging all unions to increase communications with their members about the importance of defending the Social Security system.

**Nix to Bell Atlantic and NYNEX deal**

The AFL-CIO and the Communications Workers and Electrical Workers union is urging federal and state agencies to nix Bell Atlantic’s buyout of NYNEX.

“The buyout would create an even bigger telecom monopoly with less incentive to reverse the companies’ existing pattern of declining service, higher rates and destruction of good jobs,” the AFL-CIO says.

**Labor ads dog legislators**

Anti-worker lawmakers may have fled Washington for the late summer months, but the AFL-CIO’s grassroots education campaign is dogging them wherever they might be. A series of AFL-CIO sponsored radio and tv ads are reminding lawmakers and voters alike of shortcomings of the politicians. The ads lambast GOP attempts to undercut organized labor and working families.

**You can run, but you can’t hide**

The AFL-CIO is reminding workers and their families across the country of declining service, higher rates and destruction of good jobs, the council says.

**Labor ads dog legislators**

Hey, don’t step in that again

The AFL-CIO is reminding that it was supply-side economics, the heart and soul of Bob Dole’s economic plans for the nation, that sent the national debt soaring and widened the wage gap in the Reagan ’80s. Under President Clinton, the AFL-CIO points out, the budget deficit has fallen every year. The Congressional Budget Office reports that the deficit this year will drop to the lowest level since 1981.

‘America Needs A Raise’ now in bookstores

AFL-CIO President John Sweeney has authored a new book, “America Needs a Raise,” a blunt account of America’s economic troubles, putting a human face on American labor.

Sweeney dissects the realities of the global economy and argues that strong unions offer hope to all workers beset by economic insecurity.

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UNION MEMBER DENTAL PROGRAM

Save Money Every Time You Visit The Dentist

A discount dental program especially designed for members not covered by dental insurance, it may also help lower out-of-pocket expenses for members already covered by dental insurance.

Sign up with the AFSCME Advantage Union Member Dental Program and you won’t have to pay full price at the dentist again. For the special CSEA/AFSCME member price of just $29.95 per year, you and your family can choose any dentist from the list of qualified professionals and receive instant discounts with every visit. Savings through this program are so substantial that your membership can pay for itself in just one visit.

Get Immediate Savings Every Time You Visit the Dentist

Prevention is key to good dental health. The program offers CSEA members oral exams and bitewing x-rays at no charge as well as savings on routine cleanings. Plus, you’ll save on everything from fillings and braces to dentures and root canals. The program reduces the fees your program dentist charges for more than 170 different procedures. For example, program members would pay only $210 on a typical $300 dental bill.

Experienced Dentists, Expert Care

It is important for you to feel comfortable with your dentist. That’s why every program dentist is carefully evaluated through detailed background checks, office visits and personal interviews.

Saving Money Never Easier!

It’s easy for CSEA members to save money with the Union Member Dental Program. After you join, just select one of the 5,000 program dentists, call for an appointment and show your membership card when you visit. You’ll be billed for the special reduced amount available only to program members. They are no forms to fill out, no refund checks to wait for, and no limits on how much you can save. If you already have dental insurance, the program’s lower fees will help reduce your out-of-pocket expenses even more. Why wait? Call 1-800-257-8352 and start saving on your family’s dental bills today!

Members who have dental plans which do not require out-of-pocket expenses if they use a participating provider do not need this program, provided they use a participating dentist. This includes all CSEA-represented state employees and local government bargaining units in the CSEA Employee Benefit Fund. The program is attractive to members who do not have any type of dental coverage. It may also help lower out-of-pocket expenses for members with dental programs that do not pay 100 percent.

PROGRAM BENEFITS

- NO CHARGE for oral exams
- NO CHARGE for bitewing x-rays
- 37% SAVINGS* on teeth cleaning
- 30% SAVINGS* on 170 other dental services
- 24-HOUR emergency dental treatment
- NO WAITING PERIOD before you can use the program
- NO DEDUCTIBLE to pay
- NO FORMS to fill out
- NO LIMIT to how much you can save
- 100% no risk, MONEY-BACK GUARANTEE

The Union Member Dental Program is a discount program. It is not dental insurance.

For more information, call:
1-800-257-8352
9 a.m. - 8 p.m. Monday - Friday

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO
1625 L STREET, NW
WASHINGTON, DC 20036
1-800-238-2539 TTY: 202-659-0446

ANOTHER BENEFIT OF CSEA/AFSCME MEMBERSHIP
Voter Registration
The first step on the road to political power

CSEA pitched a tent on the lawn of the State Capitol at one of many voter registration events throughout the state.

see pages 12 & 13
GETTING OUT THE VOTE

BIG APPLE ACTIVIST DEDICATED TO THE CORE

NEW YORK — "How did this guy even get elected?" a NYS Liquor Authority employee and CSEA member, asked his wife as they sat on their sofa watching Gov. George Pataki on TV. In a conversation shorter than the next commercial, the couple decided it was time to become registered voters.

This type of story is nothing new to CSEA Local 010 political activist Frank Cosentino who constantly comes into contact with state workers' unhappiness over budget cuts that are hurting real people. He immediately supplied his Liquor Authority co-worker, with little previous interest in politics, with two registration forms. As Cosentino has staffed voter registration tables at community union functions and even supermarket parking lots. As a fellow CSEA member, with little previous interest in politics, suddenly understands how important his and his wife's votes really are. "It's great that at the age of 40 a fellow CSEA member, with little previous interest in politics, suddenly understands how important his and his wife's votes really are," Cosentino said.

Pursuing unregistered New Yorkers for nearly nine years, Cosentino has staffed voter registration tables at community union functions and even supermarket parking lots. As a fellow CSEA member, with little previous interest in politics, suddenly understands how important his and his wife's votes really are. "It's great that at the age of 40 a fellow CSEA member, with little previous interest in politics, suddenly understands how important his and his wife's votes really are," Cosentino said.

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I registered because I thought I could make a difference.

First-time voter

Middletown Psychiatric Center Local 415 member Kathy Travers, seated, registered to vote for the first time thanks to local Political Action Chair Maggie Mann. "I never felt it was a priority," said Travers, an 18-year employee. Mann said employees don't think their votes make a difference. "It does," she said. "You're the one who's in charge of who is in office. You can't complain and then not vote." Travers agreed. "I registered because I thought I could make a difference," she said. "You never know." Travers added that she plans to vote in the November election. Mann, a 22-year employee, chaired the local's annual voter registration drive at the Orange County Fair this year.

Nice job Bob

CSEA members on Long Island are hard at work getting people to register to vote. And CSEA Town of Smithtown Unit Shop Steward Bob Boshler doesn't need a table and chairs to get the job done. He recently registered 12 out of 17 union members at the job site. Boshler, second from left, is shown here with, left to right, Ray Marchand, Joe Fleming and Ray Bush.

Seeking CSEA's endorsement, state Senator Caesar Travers is interviewed by the Long Island Region Political Action Committee. From left to right at the table are: Suffolk Local 852 President Liz Patrue; Ken Cavagnari, Chair-Safety Committee; Nassau Municipal Employees Local 882 Vice president Paul Nebichi; Nassau Local 830 President Tony Giustino; Nassau Local 830 Assistant to the President Ron Cavanaugh; Long Island Region Political Action Committee Chair Nick LaMorte; Cathy Green, Long Island Region 2nd Vice president and PAC; Nassau Local 852 Political Action Chair Valerie Castronov; Nassau Local 830 Political Action Chair—Local 614 President Tom Byrne; Senator Caesar Travers; Local 016 President Tom Byrne; and Stonybrook Local 614 President Grace Roy.

Political activist Frank Cosentino, a member of NYS Employees Local 010, delivers completed voter registration forms to CSEA Metropolitan Region PAC Coordinator Max Neuberger.

that matter to their lives and livelihoods. Then we may elect politicians who respect public employees and the services they provide. But the first step toward achieving that goal is to register everyone who is eligible to vote.

If you or someone you know have not yet registered to vote, or have moved since you last registered, you may obtain voter registration forms at your local Board of Elections, post office or Department of Motor Vehicles office. You may also call the CSEA Political Action Department at 1-800-342-4146, extension 404 to receive voter registration forms.

To vote in this fall's Congressional and Pandemonial elections on Nov. 5, you must register to vote by Oct. 12.

GETTING OUT THE VOTE

The CSEA Work Force

September 1996

12

September 1996 13
Proposed amendments to CSEA’s Constitution and By-Laws

The following report of the Constitution and By-Laws Committee contains recommendations for changes in the CSEA Constitution and By-Laws. CSEA delegates will vote on the proposed changes at the 1996 Annual Delegates Meeting.

NOTE: Bold-faced language is new material recommended for insertion into the Constitution or By-Laws. The language enclosed in brackets [ ] is old language proposed for removal from the Constitution or By-Laws.

The Constitution and By-Laws Committee has met seven (7) times since the Annual Delegates Meeting in 1995. The meeting dates were November 28, 1995, April 17, May 8, June 6, July 9, July 10 and August 1, 1996. The Constitution and By-Laws Committee has, amongst its functions, the recommendation to the delegates of proposed amendments to the CSEA Constitution and By-Laws. The Committee considers suggestions made by individuals and Local[s] and it accepts referrals from the Delegates and Board of Directors. Additionally, the Committee receives proposals which it deems to be in the best interests of the Association. All recommendations of this Committee are made to the Delegates, together with the reasons for the recommendations.

The following items are presented to the delegates for a second reading. If passed by a two-thirds vote, the amendments will become part of the Constitution:

1. The following proposal was submitted by Brother Jimmy Gripper, Vice Chair of the State Executive Committee:

ARTICLE VI. State Division
Section 1. STATE EXECUTIVE COMMITTEE
The power and authority to transact business relating to employees represented by the CSEA and to foster the objectives and purposes thereof, as set forth in the Constitution and By-Laws, and to carry out the provisions of the Constitution or By-Laws, shall be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, and the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Teachers Retirement System shall be deemed a State Department. Each State Department with more than 2,000 members as of January 1 of each year shall, for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The members of the Department of Mental Hygiene shall be elected by Region. In all other departments entitled to more than one representative on the Board of Directors, members shall be elected from the departments on an at-large basis. The State Executive Committee shall elect from its membership one member to be known as the Chairperson of the State Executive Committee, and one member to be known as the Vice Chairperson of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by the members in that person’s department in the manner prescribed in the Constitution and By-Laws.

2. The following proposal was submitted by Brother Charles Peritore, Chair of the Retiree Executive Committee:

ARTICLE XIII. Amendments
Section 1. AMENDMENTS TO THE CONSTITUTION
This Constitution may be amended as follows:
(a) A proposed amendment must be submitted in writing to the Secretary of the Association at least ninety (90) days prior to the opening of the Annual Delegates Meeting. Failure to do so shall result in the amendment being published in the official newspaper of CSEA at least ten (10) days prior to the next meeting of the Association.
(b) A majority of the delegates present and voting at the meeting must approve the proposed amendment by a majority of the delegates present and voting. A substantially similar amendment that has been treated in a substantially similar manner may be ordered that it be published in the official newspaper of CSEA at least nine (9) days prior to the next meeting of the Association.
(c) The proposed amendment as published is (continued on next page)
(continued from previous page) approved by a two-thirds vote of the delegates at the next meeting of the Association.

**Explanation:** This proposal seeks to provide a date certain by which all proposals for changes in the statewide Constitution and By-Laws must be submitted. Presently, there is no fixed date and no deadline by which a proposal must be sent to the chairperson to allow for proper publication requirements. By establishing a date certain that does not fluctuate with each year's Annual Meeting date and which is far enough in advance (120 days from the earliest date for an annual meeting), the Constitution and By-Laws Committee will be able to process submissions in a more efficient and complete manner and should not have to report so many items as unfinished business.

**THE COMMITTEE RECOMMENDS APPROVAL OF THIS AMENDMENT.**

**THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES AS PROPOSED AMENDMENTS TO THE STATEWIDE CONSTITUTION AND BY-LAWS.**

The presentation to the delegates at this meeting constitutes a first reading of these amendments.

(1) The following proposal to Article IV, Section 5(b) of the Statewide Constitution & By-Laws Committee, has been recognized or certified as the collective bargaining agent pursuant to law, shall be eligible for membership.

**Explanation:** The justification presented with the proposal is as follows: “My Local, which is made up of Towns, Villages, and Libraries, has had serious problems with management employees who are full dues paying CSEA members. While we have no problem with them getting our insurance benefits, we now have a problem with them being allowed to vote in our elections. All our Towns are extremely political, and it is no secret that management would like to get union leaders into town hall who are more management focused.”

In our Town, twenty-four members of management are CSEA members. Ten of them voted in our Town Council, and seven have been appointed to the Town Council. This is wrong and if our political party leaders choose, they could encourage all management members to sign up with CSEA. They would then, under the current language in our Constitution, be not only eligible to vote but also eligible to run for union office.

This proposal was sent to the Committee on the Retiree Division Executive Committee elections. At the request of the Retiree Division Chair, the delegates referred this proposal back to the Committee for further consideration.

**ARTICLE IX. RETIREE DIVISION**

Section 1. RETIREE EXECUTIVE COMMITTEE

(a) POWER AND AUTHORITY. TEXT REMAINS THE SAME.

(b) DUTIES AND FUNCTIONS. TEXT REMAINS THE SAME.

(c) NOMINATIONS AND ELIGIBILITY. A member seeking election onto the Retiree Executive Committee must submit an Application for Election to the Retiree Executive Committee on the form provided by the Statewide Election Committee and published by the Association in the Retiree Division Newsletter. The application must include the name of the candidate, the office sought, and a declaration that the person has been a member in good standing of the Retiree Division since June 1 of the year preceding the election, and is not currently serving a disciplinary penalty imposed by the CSEA Judicial Board. The Retiree Division election for Retiree Executive Committee representative shall be held, with the representatives elected by region, by the Retiree Locals in accordance with the procedures and times as determined by the Statewide Election Committee which shall oversee all aspects of the election.

Rifles shot. This proposal was reconsidered at the direction of the Delegates. In response to the Committee's request for further input, Chair Pertain submitted the request that language be included to establish that in any tied election the ties would be broken by adding the option to split the term of office or toss a coin to resolve the winner. The Committee has considered this request and determined that the issue of how election ties to be resolved properly within the jurisdiction of the Statewide Election Committee to address elections and that new guidelines that are established by the Election Committee to the Board of Directors for approval. On further review the Committee determined that the initial rationale for supporting this proposal remains unchanged from last year. Presently, there is no Constitution and By-Laws' language addressing the procedures and supervision of the Retiree Division Election for its Executive Committee. This proposal embodies the existing procedures that have been followed for several years to elect the representatives to the Retiree Executive Committee and ensures that the nominations and eligibility requirements are clearly set forth. The issue of how a tie vote is resolved has been referred to the Statewide Election Committee.

**THE COMMITTEE RECOMMENDS APPROVAL OF THIS PROPOSAL.**

(2) The following proposal is submitted to the delegates as a result of recommendation by the Constitution & By-Laws Committee.

ARTICLE IV. Organization of the Association

Section 5(a) TEXT REMAINS THE SAME

Section 5(b) NOMINATIONS. Nominations for the offices of President, Executive Vice-President, Secretary and Treasurer shall be made by petition. Upon the written request of any member, official petition forms shall be provided by the Chairperson of the Statewide Election Committee or designated employee of the Committee. Upon receipt of an official nominating petition, the name of the candidate and the office that candidate is seeking to be elected must be typed or clearly printed at the top of the nominating petition. The petition shall be signed by a reasonable number of members of the CSEA bargaining unit at each office. The petition shall include at least 50 signatures. A member submitting the required number of signatures to the Statewide Election Committee at CSEA Headquarters in a timely manner shall be placed on the ballot as a candidate for office. Write-in votes are prohibited.

Section 5(c) TEXT REMAINS THE SAME

Section 5(d) TEXT REMAINS THE SAME

**Explanation:** For the past several years, the Committee has received various proposals to consider qualifications for statewide office. Concern exists that some candidates have held prior office or other positions as a qualification for the position. The existing language is very strict in requiring that the existing language already establishes this requirement. The issue of how election ties to be resolved properly within the jurisdiction of the Statewide Election Committee to address elections and that new guidelines that are established by the Election Committee to the Board of Directors for approval. On further review the Committee determined that the initial rationale for supporting this proposal remains unchanged from last year. Presently, there is no Constitution and By-Laws' language addressing the procedures and supervision of the Retiree Division Election for its Executive Committee. This proposal embodies the existing procedures that have been followed for several years to elect the representatives to the Retiree Executive Committee and ensures that the nominations and eligibility requirements are clearly set forth. The issue of how a tie vote is resolved has been referred to the Statewide Election Committee.

**THE COMMITTEE RECOMMENDS APPROVAL OF THIS PROPOSAL.**

(3) The following proposal is being submitted by the Committee. Last year the proposal was submitted as the result of an inquiry brought to its attention by a state of review of the election procedures that apply to the Retiree Division Executive Committee elections.

**Explanation:** This proposal seeks to ensure that delegates running until adjournment of the Statewide President officially end their session. (a) It shall be the responsibility of each Delegate to any Association meeting to attend the general business sessions until adjournment of the Statewide President officially end their session.

**Explanation:** This proposal seeks to ensure that delegates running until adjournment of the Statewide President officially end their session.

(b) TEXT REMAINS THE SAME

**Explanation:** This proposal seeks to ensure that delegates running until adjournment of the Statewide President officially end their session.

(c) TEXT REMAINS THE SAME

(d) TEXT REMAINS THE SAME

(e) TEXT REMAINS THE SAME

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(z) TEXT REMAINS THE SAME

(continued on next page)
Proposed amendments to CSEA's Constitution and By-Laws

(continued from previous page)

of CSEA. Accordingly, the Committee believes that the provision should be amended to provide that the interest of the proposal is already covered by the existing provision. In addition, by amendment to the Convention Rules, Rule No. 17, the closing time of the Convention has been clarified.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(b) the following proposal is submitted to the delegates by Robert W. Lorenc, President of Local 332, Timothy E. Drew, President of Local 333, Pasquale M. Ferraro, Jr., President of Local 330, Edward A. Hefernan, II, President of Local 614, Sheldon Carraway, President of Local 334, Barbara A. Epstein, President of Local 335, Vincent F. Martucciello, President of Local 310, Edward S. Satran, President of Unit 030000 and Thomas F. Jefferson, Board of Directors.

ARTICLE IV

Section 1. DIVISIONS. The Association shall be organized into four (4) divisions to be known as the State Division, the Local Government Division, the Private Sector Division, and the Judiciary Division. Members of the Association, as employees of the State shall be in the State Division, and members who are employees of the political subdivisions of the State shall be in the Local Government Division. Members of the Association who are employees of any public authority, public benefit corporation or similar autonomous public agency may, with the approval of the Board of Directors, elect as a unit to the State Division or to a State or Local Government Local with the consent of such State Department or Local and shall thereby become members of the Division with which they have affiliated. Members who are employees of private sector employees in positions represented by CSEA shall be in the Private Sector Division. Retired members shall be in the Retiree Division, Chapter 1000, AFSCME, AFL-CIO.

Section 2. BOARD OF DIRECTORS. The power and authority to transact all business of the Association shall, subject to the power and authority of the Delegates at meetings of the Association, be vested in a Board of Directors which shall consist of the following five: Voting Members—The voting members of the Board of Directors shall be the Officers of the Association, members of the Executive Committee of the State Division, members of the Executive Committee of the Local Government Division, [and] the Chairperson of the Private Sector Executive Committee, and at large members of the Executive Committee of the Judiciary Division.

(b) Non-Voting Members—TEXT REMAINS THE SAME

Section 3. TEXT REMAINS THE SAME

Section 4. DIRECTORS' COMMITTEE. The Board of Directors shall elect from its membership a Directors' Committee, to consist of not less than ten and not more than twenty-two members. Such committee shall include the officers of the Association, the Chairperson of the State Executive Committee, the Chairperson of the Local Government Executive Committee, the Chairperson of the Private Sector Executive Committee, and the Chairperson of the Retiree Executive Committee. The Chairperson of the Judiciary Division shall be a member of the Board deems necessary not to exceed twenty-two. Such Directors' Committee shall be vested with the power and authority of the Board of Directors when the Board is not in session.

ARTICLE X. Judiciary Division

Section 1. JUDICIARY EXECUTIVE COMMITTEE. The power and authority to transact business relating to judiciary employees shall, except as provided herein, be vested in a Judiciary Executive Committee which shall consist of the following: (a) the Chairperson of the Association, one representative of the Local Government, one representative of the State Division, one representative of the Local Government, and one representative elected on an at large basis for over 100 members or greater thereof.

The Judiciary Executive Committee shall elect from its membership one member to be known as the Chairperson of the Judiciary Executive Committee.

The Judiciary Executive Committee may create one or more units within its Local jurisdiction for the purpose of the delegate listing at the time of such change. Such delegate or delegates shall have one vote for representatives for each 100 members or fraction thereof in such Local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each Local or Department is entitled to cast shall be determined by the Membership Committee. All members of the Board of Directors who are not elected delegates shall have the right and privileges of delegates at meetings of the delegates except the right to vote.

When State and/or Local Government Division and/or Private Sector Division and/or Judiciary Division Delegates meet in official session, the motions passed with regard to items affecting solely their respective divisions and not the Association in general policy shall be presented to the delegate body by the respective Chairpersons for informational purposes only.

Region officers not in the capacity of Local Delegates shall be delegates at all delegate meetings of the Association. They shall have all the rights and privileges of delegates at meetings except the right to vote, provided, however, that Regional Presidents may vote at all meetings of the Association. Allowances and expenses may be paid by the Regions.

Section 2. DELEGATE DUTIES. TEXT REMAINS THE SAME

Section 4. RETIREE DIVISION MEETINGS. TEXT REMAINS THE SAME.

[ARTICLE XI. Funds]

[ARTICLE XII. Affiliation and Merger]

ARTICLE XIII. Affiliation and Merger

[ARTICLE XIII. Amendments] ARTICLE XIV. Amendments

BY-LAWS

ARTICLE II. Meetings

Section 1. ANNUAL MEETING

(a) ASSOCIATION. The Annual Meeting of the Association shall be held on call by the President not less than 60 days but not more than 90 days prior to the 15th day of September and the 15th day of November in each year. The President shall give notice of the date of such meeting to the President of each Local, Region and the Chairperson of the Board of Directors before April 15th in each year. Each year the Annual Meeting shall last for five days. Prior to the convening of the annual meeting, a ballot shall be conducted which shall be consistent with the internal makeup of CSEA with direction toward bargained unit elections and State Department meetings for the State Division and appropriate workshops for the various components of the Local Government, [and] Private Sector, and Judiciary Divisions. Standing Committees, which are submitting reports to the delegate body, shall conduct an open forum during the first two days of the meeting. Separate sessions of the State Division, Local Government Division, [and] Private Sector Division and Judiciary Division shall be held prior to the general meetings. Necessary business appropriate to the separate divisions shall be conducted in these separate sessions, while business pertaining to the Association as a whole shall be conducted at the General Business meetings. Subsequent days shall be devoted to an agenda fully prepared, described and distributed to Local Presidents, Region Presidents and delegates, thirty days prior to the Annual Meeting. The President may call a meeting of the Board of Directors for the day prior to the first day of the Annual Meeting.

Any resolutions which are to be submitted for action by the delegate body concerning any subject matter shall be submitted in writing to the Secretary of the Association by May 15 of the year of the Annual Meeting at which the resolution will be considered. The Secretary will forward the resolution to the Resolutions Committee.
The Resolutions Committee will publish the resolutions together with its recommendations in the official newspaper of CSEA at least fifteen (15) days prior to the convening of the Annual Convention. The resolutions will be considered. Any resolution which does not comply with this provision can be presented only in the form of a motion to the delegate body. A majority affirmative vote of two-thirds of the delegates present at the delegate meeting, the Resolutions Committee will be appointed on or before July 15 in each year as follows:

One delegate to the convention from each Region to be appointed by the President of CSEA, and one delegate to the convention from each State Executive Committee, the Local Government Executive Committee, the Retirees Executive Committee, the Private Sector Executive Committee, or the Judiciary Division Committee shall be held upon call to the President. Upon the written request of ten or more members of the Executive Committee, the President shall call a special meeting of the Committee within ten days. Such request must set forth the reason for calling the meeting and the proposed agenda.

Section 7. JUDICIARY EXECUTIVE COMMITTEE. Meetings of the Judicial Executive Committee shall be held upon call to the President. Upon the written request of ten or more members of the Executive Committee, the President shall call a special meeting of the Committee within ten days. Such request must set forth the reason for calling the meeting and the proposed agenda.

Section 8. RETIREE EXECUTIVE COMMITTEE. TEXT REMAINS THE SAME.

Section 9. SPECIAL MEETINGS. TEXT REMAINS THE SAME.

[Section 10.] Section 10. NOTICE AND QUORUM.

(a) NOTICE OF MEETING. Notice of all meetings of the Association, the Board of Directors, the Directors, the Committee of the State Executive Committee, the Local Government Executive Committee, the Retirees Executive Committee, the Private Sector Executive Committee, or the Judiciary Division Committee shall be given in the official publication or by mailing or by telegram to each delegate or committee member living three days before the date of such meeting. The President may call an emergency meeting upon 24 hours notice.

(b) NOTICE OF RETIREE DIVISION MEETINGS. TEXT REMAINS THE SAME.

(c) QUORUM OF MEETINGS. The presence of one-third of the members entitled to vote shall be necessary to constitute a quorum at all meetings of the Association, the Board of Directors, the Directors, the Committee of the State Executive Committee, the Local Government Executive Committee, or the Private Sector Executive Committee, or the Judiciary Division Committee. The presence in person of one-half of the committee members entitled to vote shall constitute a quorum for that committee.

(d) QUORUM OF RETIREE DIVISION MEETINGS. TEXT REMAINS THE SAME.

Section 11. PROXIES. Members of the State Executive Committee, the Local Government Executive Committee, or the Retirees Executive Committee, or the Judiciary Division Committee who are unable to attend a meeting are empowered to appoint, by written designation filed with the Secretary of the Association, a member of their department to act in their place. No officer of the Association shall be represented by proxy.

Section 12. ORDER OF BUSINESS. TEXT REMAINS THE SAME.
The Committee discussed this proposal at length. It believes that another division is neither necessary nor with homogenous bargaining or service needs. The Committee believes that the types of issues and concerns expressed by the proposers can best be addressed by a review of our service delivery to our Judiciary members and by tailoring such delivery to their special needs without creating a separate division. The Committee recommends a further fragment of our public sector members into additional divisions.

The Committee recommends disapproval of this proposal.

The following items are presented to the delegates of the Committee at the CSEA's Constitution and By-Laws. If passed at this meeting, these amendments will become effective immediately.

(1) The following proposal is submitted to the delegates as a result of the recommendation made by James L. McFadden, Local 830 President.

**ARTICLE II. Meetings**

Section I. ANNUAL MEETING

The Annual Meeting of the Association shall be held on call of the President between the 15th day of September and the 15th day of November in each year. The President shall give notice of the date of such meeting to the President of each Local, Region and members of the Board of Directors before April 15th in each year. Each year the Annual Meeting shall be held at least five days prior to the convening of the general session. Meetings shall be conducted which shall be consistent with the internal makeup of CSEA with direction toward bargaining unit specific positions. Meetings shall be conducted by the Board of Directors delegates and appropriate workshops for the various components of the Local Government and Private Sector Divisions. Standing Committees, which are submitting reports to the delegate body, shall conduct an open forum during the first two days of the meeting. Separate sessions of the Statewide Division, Local Government Division and Private Sector Division shall be held prior to the general meetings. Necessary business appropriate to the separate divisions shall be conducted at these separate sessions. Meetings pertaining to the Association as a whole shall be conducted at the General Business meetings. Separate meetings of the Statewide Division, Local Government Division and Private Sector Division shall be held prior to the annual meeting. Any resolutions which are to be submitted for action by the delegates at any annual meeting must be submitted to the Secretary of the Association by May 15th of the year of one hundred (100) days prior to the opening of the Annual Meeting. Any resolutions which are to be submitted for action by the delegates at any annual meeting must be submitted to the Secretary of the Association by May 15th of the year of one hundred (100) days prior to the opening of the Annual Meeting at which the resolution will be considered. The resolution will be submitted to the Secretary of the Association by May 15th of the year of one hundred (100) days prior to the opening of the Annual Meeting. Any resolutions which are to be submitted for action by the delegates at any annual meeting.
is unnecessary. All ballots are counted at one time and a candidates or their designee may be present for the count. Prior to the tally, the election agency does proceed to verify and process returned ballots on a daily basis. Any candidate or their designee may observe this ongoing procedure as well. No count or tally takes place until the last ballots are processed, the SEC has signed off on all recounts, and the simulation of the tally program itself is approved by the SEC. If the agency did not do this front-end part of the process as it receives ballots daily from the post office, generally, which range from between 4-6 hours, would take approximately 40-60 hours going forward from the time all the ballots were received, depending upon the size of the return. Accordingly, this additional language only further prolongs the process unnecessarily.

COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(3) The following proposal was submitted by Sister Elaine Kennedy of Local 830.

Art. II. Procedures and Elections

Section 2. ELECTION AGENCY. [The Board of Directors shall select an impartial, disinterested agency to perform the public service, prior to February 15 of the election year.] The Board of Directors shall take bids of not more than 10 disinterested and impartial agencies outside the public service to include one (1) bid from the Department of Labor. The Board of Directors shall select the agency which best meets the needs of the election and which has established itself as being able to perform the work with all candidates being aware of the protest. The Board of Directors shall take bids of not more than 10 disinterested and impartial agencies outside the public service to include one (1) bid from the Department of Labor. The Board of Directors shall select the agency which best meets the needs of the election and which has established itself as being able to perform the work with all candidates being aware of the protest.

The Committee does not support this proposal. In every election year to date, the SEC has put out to bid for the election agency that has not been subject to the oversight of the Department of Labor. We have invested a lot of money and resources over the years to achieve a process which does meet our requirements. The SEC has determined that the review conducted by the Board of Directors is that of a member or a party involved in the election process. The Committee believes strongly that the existing system and our recent experience with other agencies demonstrates that our system is to work with companies which understand our process and understand the Labor Department requirements and which have established themselves as being able to give us the kind of service we need.

THE COMMITTEE STRONGLY URGES THE DISAPPROVAL OF THIS PROPOSAL.

The Committee received a proposal to allow for candidates in an election to be notified of the votes cast in that election by means of a file in which the voting data is stored for each candidate. The proposal has been brought forward to give the candidates a way to keep track of their votes. The Committee would like to see a process in which all candidates have access to the voting data, and the committee recommends that the SEC be responsible for accomplishing this. The Committee, however, finds that the proposal does not take into account the responsibility of the Statewide Election Committee. As a result, the Committee presents its proposal first with a recommendation for approval and then a recommendation for approval of the proposal. The Committee recommends approval of the proposal with a recommendation for approval of the proposal.
Proposed amendments to CSEA's Constitution and By-Laws

(continued from previous page)

practices include the protection of personal information regarding our membership. Disclosure of membership information such as addresses and telephone numbers is almost never done, except where there is some legal compliance requirement. If we do so, we will do so as the Committee believes that for those elections supervised by the Statewide Election Committee, the obligation to make available the names and addresses of all candidates in an election should rest with the Statewide Election Committee.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

6) The following proposal was submitted by Sister Elaine Kennedy of Local 530.

ARTICLE IV. Finance

Section 3. DUCE AND SHOP FEES

(a) Text REMAINS THE SAME

(b) Text REMAINS THE SAME

(c) Text REMAINS THE SAME

(d) Text REMAINS THE SAME

(e) Text REMAINS THE SAME

Explanation:

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

7) The following proposal was submitted last year by Sister Barbara Reese of Local 303 and Brother Sam Magavero of Retiree Local 903. The proposal was referred back to the Committee for consideration of a different age.

ARTICLE IV. Finance

Section 3. DUCE AND SHOP FEES

(a) Text REMAINS THE SAME

(b) Text REMAINS THE SAME

(c) Text REMAINS THE SAME

(d) Text REMAINS THE SAME

(e) Text REMAINS THE SAME

Explanation: The Retiree Division includes several Locals of limited resources to whom the fund will be assigned to 117 locals of 100 or fewer members. The proposal seeks to rebate to locals of limited means additional categorical assistance to those of limited means have been able to receive subsidies from the Association as to enable the local to purchase important programs. The proposal is not intended to provide additional subsidies may be requested through the office of the Statewide Treasurer. This proposal would have a large financial consequence to the Association. It is believed that the Association presently have 5875 members and 425 fee payers who are assigned to over 160 locals of 100 or fewer members. The result of this proposal is a loss of at least $300,000 from the Association's budget. These members would adversely affect the services provided to both these small locals as well as larger locals. The Committee believes that if the proposal is rejected, it would be very detrimental to the ability of the Association to meet its service and representation obligations.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

8) The following proposal was submitted last year by Brother Walter Nash of Local 443. The proposal was referred back to the Committee for consideration of a different age.

ARTICLE IV. Finance

Section 3. DUCE AND SHOP FEES

(a) Text REMAINS THE SAME

(b) Text REMAINS THE SAME

(c) Text REMAINS THE SAME

(d) Text REMAINS THE SAME

(e) Text REMAINS THE SAME

Explanation: The proposal seeks to reduce the expenses of the SEC members who come from Buffalo currently $1800 round-trip, and car mileage around $180 round-trip, one hearing involving only two candidates could cost at least $450 (mileage, meals and taxes). The Committee believes that these costs ought to be borne by the union.

THE COMMITTEE STRONGLY URGES DISAPPROVAL OF THIS PROPOSAL.

9) The following proposal was submitted last year by Sister Barbara Reese of Local 303 and Brother Sam Magavero of Retiree Local 903. The proposal was referred back to the Committee for consideration of a different age.

ARTICLE IV. Finance

Section 3. DUCE AND SHOP FEES

(a) Text REMAINS THE SAME

(b) Text REMAINS THE SAME

(c) Text REMAINS THE SAME

(d) Text REMAINS THE SAME

(e) Text REMAINS THE SAME

Explanation: The proposal seeks to rebate to locals of limited means who have been aggrieved by an aspect of election procedures, the Committee shall so notify the local or Association 1 day's notice to the person responsible for the full meeting. In addition, the proposal seeks to allow the full attendance of the delegates to regular or special meetings of the Association shall be paid by the Local from such funds as hereinafter provided.

Explanation: This proposal seeks to rebate to locals of limited means who have been aggrieved by an aspect of election procedures. The Committee does not support this proposal to rebates and reimbursement. The proposal referred back from last year's meeting seeks to allow the full selection of non-emergency changes of plans. Thus, the proposal would be very detrimental to the ability of the Association to meet its service and representation obligations.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

10) The following proposal was submitted last year by Sister Barbara Reese of Local 303 and Brother Sam Magavero of Retiree Local 903. The proposal was referred back to the Committee for consideration of a different age.

ARTICLE IV. Finance

Section 3. DUCE AND SHOP FEES

(a) Text REMAINS THE SAME

(b) Text REMAINS THE SAME

(c) Text REMAINS THE SAME

(d) Text REMAINS THE SAME

(e) Text REMAINS THE SAME

Explanation: This proposal did not have a separate justification but from its wording it appears that the proposal seeks to allow the full selection of non-emergency changes of plans. Thus, the proposal would be very detrimental to the ability of the Association to meet its service and representation obligations.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(continued on next page)
believe that this proposal adds nothing to the existing requirements or procedures already in place, late/early/late arrivals or early/late departures. Those Locals not allowing for such flexibility or which do not follow procedures to recover appropriate and uncharged time to review their procedures to insure proper use of local funds. The Committee found no additional basis to change its negative recommendation.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

Section 6. REINSTATEMENT

IN A written request to the Judicial Board and upon a showing sufficient to insure loyalty to CSEA and no recurrence of any future culpable conduct, a former Association member who was expelled from the Association as a result of a Judicial Board penalty may seek reinstatement as a member of the Association. In the event of favorable action on such request, reinstatement shall be conditioned on the imposition of a suspension of the right to hold or seek any elected office or position for a period not to exceed five years from the date of reinstatement.

Explanation: Brother Arnold provided the following justification for this proposal: "On a national level our penal system is operated on the basis that dual unionism is equal to treason and that it is inconceivable that in today's society we, as a democratic organization, cannot find it in our hearts to forgive the indiscretions that some of our members may or may not have perpetrated against the Association. We must, as a governing body, be able to recognize that just as our government releases criminals on probation to help them reintegrate into society, we must now help those members of our Association who have punished. I am seeking a procedure which will allow us to rehabilitate any person who, as a governing body, feel have paid their debt to the membership, and that those persons may have their rights and privileges returned to them whether on a temporary or permanent basis.

The Committee referred this proposal to the Judicial Board and the Appeals Committee for input. The Judicial Board has no objection to the proposal. The Appeals Committee opposes the reinstatement of expelled members. It believes that in cases where it has expelled a member, it has done so based on strong evidence of guilt for offenses which severely impact the integrity of CSEA. The Judicial Board can see no reason to entertain reinstatement without any suggestion from CSEA of a change from which it sought to protect itself in the first place. The Appeals Committee offered no different analysis. The Committee does not support the proposal either.

The idea of reinstatement of expelled members has come up before, as recently as last year, and each time has been defeated. The Committee believes that dual unionism is equal to treason and that it is unpardonable. Except in the rarest of circumstances, this is the only basis upon which the Judicial Board imposes expulsion. The Committee believes that the Judicial Board guards this extreme penalty in an appropriate and respectful manner and that the discretion to impose such an extreme penalty without reprieve ought to be left to the good work of the Judicial Board and the Appeals Committee.

THE COMMITTEE STRONGLY RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

(11) The following proposal was submitted by Sister Elaine Kennedy of Local 830.

ARTICLE V. Judicial Board

Section 1. STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Insurance Committee, Legal Committee, Revision of Constitution and By-Laws Committee, Governmental Employment and Training Programs Committee, Membership Committee, Statewide Safety and Health Committee, Women's Committee, and Statewide Child Care Committee. Standing Committee chairpersons and members shall be appointed by the President for the duration of the President's term of office or until successor appointments have been made. No officer shall be eligible to be a member of a standing committee. No member of the Board of Directors shall be eligible to serve as a chairperson of a standing committee. All standing committee appointments shall be made within thirty days after the installation of the Association President and any vacancies which occur shall be filled within thirty days. If no appointments have been made by the President within thirty days of the occurrence of a vacancy, such appointments shall be made by the Executive Board.

Section 2. BOARD COMMITTEES. The Board Committees shall be as follows:

The Special Committees of the Association shall be as follows: Audit, Human Rights, Memorial Services, National Health and Safety, School Employees, Veterans Affairs, Advisory Committee on Minority Affairs, Committee on Methods and Procedures, and such other committees designated by the President of the Association.

The Committee agreed that this proposal is unacceptable because it is not clear who appoints the members of the standing committees and that the President can appoint any member of the Board of Directors to any committee.

MISCELLANEOUS BUSINESS:

(1) Last year the Delegates approved certain changes to Resolution V. regarding Judicial Board procedures. These changes placed certain time limit requirements into Article V. At the 1998 Annual Meeting the Committee reported that there remained certain unfinished business with respect to Article V. After consultation with the Judicial Board and the Appeals Committee, it was determined that the changes made last year addressed the issues of timeliness of Judicial Board matters from complaint to decision. With these changes and the efforts of the Judicial Board to meet more often, the Committee believes that there are no remaining issues to be addressed at this time.

THE COMMITTEE RECOMMENDS DISAPPROVAL OF THIS PROPOSAL.

UNFINISHED BUSINESS:

(1) The Committee received a proposal to include in our Constitution certain affiliation agreement language regarding rights of CSEA members in AFSCME. The Committee has determined that during the pendency of certain federal court litigation which in part addresses the CSEA/AFSCME affiliation agreement, it is inappropriate to entertain this proposal at this time. Accordingly, the Committee's analysis is incomplete.

Respectfully submitted,
Tommy B. Berry, Chair, Region II
Ricky Noreault, Vice Chair, Region V
Sabina Shapiro, Region III
Glenda C. Harp, Region IV
Sam Mogavero, Retiree Division
Anthony Giustino, Region I
Lester Crockett, Region II
Karen Spooner, Region V
1. Statement of support for the mutual goals of labor-advocated organizations
Submitted by CSEA President Danny Donohue, Executive Vice President Mary E. Sullivan, Secretary Barbara Reeves and Treasurer Maureen S. Malone.

This resolution would resolve that CSEA maintain and strengthen its support for the mutual goals and activities of the A. Philip Randolph Institute, Labor Council for Latin American Advancement, Coalition of Labor Union Women, National Council of Senior Citizens, the Coalition of Black Trade Unionists, the Asian/Pacific Labor Alliance and other similar labor-supported organizations.

The Resolutions Committee recommends that this resolution be adopted as amended.

4. PAC support for conservative candidates
Submitted by Local 815 Delegate Nicholas J. Paolini.

This resolution would require that CSEA recommend to all its Political Action Committees that, whenever possible, conservative candidates be examined on their views of public service labor organizations prior to the union endorsing candidates for public office.

The Resolutions Committee recommends that this resolution not be adopted since the CSEA endorsement process already ensures that all candidates for elected office will be interviewed and considered for endorsement if they so desire.

5. Certificate from state for certification of mental health therapy aides
Submitted by Local 404 Delegate Hope Catapano.

This resolution would resolve that CSEA utilize all available avenues to establish a state certification program similar to the Nurses’ Assistant Certification program for MHTA's, based on appropriate training and experience.

The Resolutions Committee recommends that this resolution be adopted as amended.

8. Breast cancer
Submitted by Harriet Hart on behalf of the CSEA Standing Women’s Committee.

This resolution would resolve that CSEA educate its members about breast cancer and the value of early detection of the disease, seek multiple options for delivery of mammography services and support federal and state legislation that will maintain and increase funding for breast cancer research, education, outreach and early detection programs.

The Resolutions Committee recommends that this resolution be adopted.

2. Protecting the quality of health care for all
Submitted by Local 918 Delegate Lavarne (Lee) Pound.

This resolution would commit CSEA to continue, through its Political Action Department, to take an active role in advocating legislation that would ensure quality health care for all.

The Resolutions Committee recommends that this resolution be adopted as amended.

7. Voter program
Submitted by Harriet Hart on behalf of the CSEA Standing Women’s Committee.

This resolution would resolve that CSEA continue an aggressive, comprehensive voter program that includes special outreach to women as well as registration, education and voting motivation components for all to make the union vote a deciding factor in all future elections.

The Resolutions Committee recommends that this resolution be adopted as amended.

3. Protecting our New York State Pension
Submitted by Local 918 Delegate Lavarne (Lee) Pound.

This resolution would commit CSEA to continue using “all of its resources to protest any and all raids on the New York State Pension System.”

The Resolutions Committee recommends that this resolution be adopted as amended.

5. Providing CSEA benefits and coverage to employees with interrupted service
Submitted by Local 404 Delegate Joe Harbison.

This resolution proposes that CSEA make contributions to the Employee Benefit Fund to provide full coverage and benefits for up to one year for employees laid off or on disability leave.

The Resolutions Committee recommends that this resolution not be adopted because it would be cost prohibitive, would be applicable to less than half the union membership, is not within the sole control of the delegates to decide, and would require a bilateral agreement with the State.

6. Providing CSEA benefits and coverage to employees with interrupted service
Submitted by Local 404 Delegate Joe Harbison.

This resolution proposes that CSEA make contributions to the Employee Benefit Fund to provide full coverage and benefits for up to one year for employees laid off or on disability leave.

The Resolutions Committee recommends that this resolution not be adopted since it would not be adopted because it would be cost prohibitive, would be applicable to less than half the union membership, is not within the sole control of the delegates to decide, and would require a bilateral agreement with the State.

9. CSEA, Inc. rebate reimbursement to locals
Submitted by Local 852 Delegate Meg Shutka.

This resolution would require that CSEA reimburse 100 percent of a Local’s portion of dues rebate which is currently withheld whenever a Unit of that Local fails to or improperly files unit election paperwork.

The Resolutions Committee recommends that this resolution not be adopted since it would remove an incentive for the Locals to oversee their Units’ elections.

The following resolutions will be presented for the consideration of delegates attending CSEA’s 86th Annual Delegates Meeting Sept. 29-Oct. 4 in New York City. Members wishing to see copies of any resolution should contact their delegate.

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**Always look for the union label**

A strong American economy has always been dependent on good jobs, and vice versa. One of the best ways to strengthen the economy and preserve jobs is to buy union-made goods and services.

A union label, union shop card, union store card or union service button on a product or service guarantee that those products and services are American-made and of the best quality.

Sept. 2-8 is Union Label Week in America. It is a week set aside every year to remind shoppers of the products and services produced by the 17 million men and women who are members of America’s labor unions.

Shoppers who buy union label are buying the best. They also have the assurance that they are buying “Made in America” products and services created by skilled workers who are treated fairly on the job because they are represented by an American labor union.

You’ll help America’s economy and preserve jobs by always looking for and buying the union label product or service all year round.
Sectan.

OFFICES

REGION

your CSEA Labor Relations Specialist at your region brochure, and they're published regularly in The Buyer's Edge.

Grievances & Discipline

Your Toil-Free Connection To The Employee Benefit Fund - 1-800-323-2732. In the 518 area, call 782-1500. For answers regarding State Contract Administration; Research, EAP, the Retiree Division and includes Occupational Safety & Health, Local Govt. & School District Affairs, Executive Offices or Political Action; *press 4 for answers about dues, membership & agency shop, group insurance (not health) and to talk to the Finance Dept.; *press 5 to hear a recording of Current Issues Update; *press 7 for Membership Benefits.

Grievances & Discipline
Report any grievance immediately to your local grievance representative or shop steward. If they are unavailable, tell your CSEA Unit or Local President, or your CSEA Labor Relations Specialist at your region office. Don't delay if you believe you have a problem — grievances must be filed on a timely basis.

The Buyer's Edge
It's your buy-by-phone service designed to save you money on major purchases. The Buyer's Edge negotiates extra discounts and lowest price guarantees individual buyers don't get. The appropriate information and toll-free numbers are in your Buyer's Edge brochure, and they're published regularly in The Public Sector. To receive a brochure contact your CSEA region office listed below or call the Membership Benefits Department at Headquarters, 1-800-342-4146.

Your Reference Guide To CSEA Member Services & Benefits

Insurance
CSEA offers several insurance programs at low group rates with the convenience of payroll deduction. For details on CSEA Security Life Plan, Disability Income Protection Program, Hospital Income Insurance Plan and Family Disability Plan, call toll free: Jardine Group Services Corp. 1-800-697-CSEA. For details on Auto Insurance and Homeowners/ Renters insurance, call toll free: 1-800-366-7315. For details on the CSEA Long Term Care Program, call toll free: 1-800-366-5273.

Health Insurance
For answers to your specific questions about the New York State Health Insurance Program’s Empire Plan: Blue Cross Claims: 1-800-342-9815 or (518) 367-0009 Metropolitan Claims (MetaHealth)....1-800-942-4640 Participating Providers .....1-800-942-4640 Home Infusion/Nursing, Diabetic Supplies, Durable Med Equip Home Care Advocacy Program...1-800-638-9918 Hospital admission approval/surgical review: Empire Plan Health Call....1-800-992-1213 Mental Health & Substance Abuse Hotline...1-800-446-3995 Managed Physical Medicine (chiropractic & physical therapy).....1-800-942-4640

Education & Training
CSEA provides workshops and training programs for union activists. For more information, call toll-free: 1-800-342-4146. On a touch tone phone, press O, then extension 294. On a rotary phone, ask the operator for extension 294. Union-oriented videotapes are available from your CSEA region office.

Civil Service Exam Help
The Labor Education Action Program (LEAP) can help you prepare for civil service exams with low-cost study booklets on a variety of relevant subjects. Call toll free: 1-800-253-4332.

Safety Concerns
Report serious accidents, unsafe and unhealthy working conditions to the CSEA Labor Relations Specialists at your region office. For occupational safety and health information, call CSEA Headquarters at 1-800-342-4146. On a touch tone phone, press O, then extension 465. On a rotary phone, ask the operator for extension 465.

Retirement
For general information about retirement and retiree membership, call the Membership Benefits Department at Headquarters, 1-800-342-4146. Talk to a CSEA-provided retirement counselor if you are retiring soon. It's important that you select the proper option from the Employees' Retirement system, so you can plan the lifestyle that you want to enjoy. Call toll free: 1-800-366-5273.

AFSCME Advantage Mastercard
Features one of the lowest interest rates - 5 percent above the prime lending rate. No annual fee. For an application form, call your CSEA region office or the Membership Benefits Department at Headquarters, 1-800-342-4146.

AFSCME Advantage Legal Services
You can obtain high quality, affordable legal services for many personal legal matters through the AFSCME Advantage Union Privilege Legal Services Program. For details and a list of participating lawyers in your area, call your CSEA region office or the Membership Benefits Department at Headquarters, 1-800-342-4146.

AFSCME Union Driver and Traveler Program Discounts
The AFSCME Union Driver and Traveler Program saves you money whether you're traveling by car, bus, train or plane. It's a motor club, travel service and auto repair service all in one. Annual cost: $49.95. Call 1-800-347-4663.

Disney World, Theme Parks Discounts
Discount admission to Disney World in Florida, Disney Land in California, Six Flags Amusement Parks and Anheuser Busch Theme Parks Clubs (i.e. Sea World and Busch Gardens). To receive discounts, call 1-800-238-2539 between 7:30 a.m. and 7 p.m. Monday-Friday. Identify yourself as a CSEA/AFSCME Local 1000 member and provide your Social Security number.

AFSCME Advantage Mortgage Program
Makes buying a home or refinancing your mortgage easier and more affordable. Savings for buyers and sellers. Special help for first-time buyers. Call toll free: 1-800-848-6466.

AFSCME Advantage Dental Program
A discount dental program (not dental insurance) that allows you and your family to choose your dentist from a lengthy list of qualified professionals and receive instant discounts on a wide variety of dental services on every visit. May help lower your out-of-pocket expenses even more if you are already covered by dental insurance. Membership fee $29.95 annually. For more information call toll-free 1-800-257-8352.

AFSCME Advantage Loan Program
Unsecured personal loans from $2,500 to $15,000, with affordable monthly payments, are available to credit-qualified applicants. Call toll-free 1-800-343-7097 for applications, information.

AFSCME Advantage Flower Service
Savings on long-distance flower delivery. Order directly from the local delivering florist. No processing charge or handling fees — get more gift for your money. 100% satisfaction guarantee. It's easy: 0 Have a major credit card ready; 0 Call 1-800-823-5246 toll-free, 24 hours a day; 0 Enter the Zip Code for your delivery destination; You'll be connected to the local delivering florist or a Floragift associate.
You are encouraged to actively celebrate Labor Day this year!

NEW YORK CITY

CSEA again this year will participate in the New York City Labor Day parade, the largest Labor Day celebration in New York state. This year the New York City parade will be held on Saturday, Sept. 7, the weekend after the traditional observance of Labor Day on Monday, Sept. 2, 1996. CSEA will be there with a float and a contingent of marchers. The CSEA contingent will meet at 12:15 p.m., Saturday, Sept. 7 at East 45th Street and Fifth Avenue to form up for the parade, and you and your family, friends and neighbors are invited to join in the fun. For additional information on participating, call: CSEA Metropolitan Region office, (212) 406-2156; CSEA Long Island Region office, (516) 462-0030, or CSEA Southern Region office, (914) 831-1000.

ROCHESTER

CSEA will participate in the annual Labor Day parade, sponsored by the Greater Rochester Labor Council, in Rochester on Monday, Sept. 2. Marchers should meet at 9 a.m. at East Avenue and Meigs Street in Rochester. For details, contact the CSEA Monroe County Local 828 office at (716) 328-5250 or the CSEA Rochester satellite office at (716) 272-0800.

ALBANY

The Capital District Solidarity Committee will hold its annual Labor Day picnic from noon to dusk on Monday, Sept. 2 at Ganser-Smith Memorial Park, Menands Road, Menands. For more information, call the Solidarity Committee at (518) 489-4749.

The CSEA Advantage Cellular Phone Discount Programs

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County Service Areas: Ene, Niagara, Chautauqua, Orleans, Genesee, Wyoming, Cattaraugus, Allegany, Monroe, Livingston, Steuben, Wayne, Ontario, Chemung, Tioga, Onondaga, Broome, Oswego, Oneida, Madison, St. Lawrence, Jefferson, Lewis and Herkimer.
For more information, call: 1-800-440-1894

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Monthly access charge: $12.00
Per minute charge: $0.21 peak/off peak
Activation fee: Waived until 9/30/96
Contract term: 12 months
Discounted equipment
For more information, call: Stephanie Togni 1-800-524-2351
607-273-0400 or 607-280-0606

Applications are being accepted now for 1997 AFSCME FAMILY SCHOLARSHIPS
Ten (10) $2,000 AFSCME Family Scholarships will be awarded to children of AFSCME members for 1997. Winners will be selected from applications that meet the eligibility requirements. The scholarships will be renewed for $2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time degree program at an accredited institution.
Applicant must be a high school senior graduating in the Spring of 1997 who intends to enroll in a full-time, four-year degree program at any accredited college or university. Applicant must be a daughter or son of an active AFSCME member, or whose legal guardian is an active AFSCME member.
Applications must be postmarked by Dec. 31, 1996. Winners will be announced by March 31, 1997.
Applications are available by contacting: AFSCME Family Scholarship Program
Education Department, 1625 L Street, NW, Washington, DC 20036

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Local 1000, AFSCME, AFL-CIO
143 Washington Avenue
Albany, New York 12210-2303

THE PUBLIC

SEPTEMBER 1996

INSIDE THIS EDITION
• CSEA wins federal lawsuit against city of Troy over firing – Page 3
• Save money every time you visit your dentist – Page 10
• Register and then be sure to vote – it’s very important– Pages 11, 12 & 13
• Proposed Constitution & By-Law changes – Pages 14-21
• Delegates to consider several proposed resolutions – Page 22